

MOTION BY SUPERVISORS DON KNABE AND
HILDA SOLIS

September 29, 2015

RELATED TO ITEM 54

In order to ensure the highest level of public safety in our communities, it is important for the Sheriff's Department to hire the best and brightest. The Board has directed significant funding towards increasing staffing levels in order to enable the Department to carry out various reform mandates. In addition, increasing the Department's workforce will decrease the County's unemployment, providing good jobs with benefits and a career path. The Sheriff's Department has already made important progress on improving the hiring process. This Board may want to explore allocating more funding to the Sheriff's Training and Personnel Division in order to accomplish the goal of improving the hiring process for deputy sheriffs. In addition, the Sheriff's department may want to give further thought to identifying structural changes to its hiring process and retention practices that would result in a significant increase to the net gain in personnel each year. The Department may also want to explore partnerships with workforce development programs throughout the region, including the County's own Greater Avenues for Independence (GAIN) Program.

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MOTION

SOLIS	_____
RIDLEY-THOMAS	_____
KUEHL	_____
KNABE	_____
ANTONOVICH	_____

WE, THEREFORE, MOVE THAT THE BOARD, instruct the Interim Chief Executive Officer, in conjunction with the Sheriff, to report back at the mid-year Budget adjustment meeting with funding and procedural recommendations for improving the hiring process for deputy sheriff trainees and improving its retention practices. The report back should identify a clear target date for fully closing the vacancy gap.

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